



THE WHITE HOUSE
WASHINGTON

November 16, 1965

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

Subject: Coordination of wage board activities

It has come to my attention that different executive departments and agencies follow different practices, and continue to pay different wage rates for the same trades and labor jobs in the same locality. Such differences constitute inequities which I believe can and should be corrected by cooperative action.

In its report of April 15, 1965, the Special Panel on Federal Salaries recommended that steps should be taken to eliminate the pay differences and to bring about equitable coordination of wage board practices. I agree with this recommendation.

I ask you, accordingly, to join with the heads of other executive departments and agencies in the development of common job standards and wage policies and practices which will insure interagency equity in wage rates based upon statistically valid wage surveys.

The policies and practices should be based upon the principles that (1) wages shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates, and (2) there shall be equal pay for substantially equal work, and pay distinctions shall be maintained in keeping with work distinctions.

At appropriate stages in the development of the system, there should be consultation with representatives of employee organizations whose members are paid under the wage system.

I have asked Chairman Macy of the Civil Service Commission to take leadership in coordinating this collective action to develop a common Federal wage system, including consultation with appropriate employee organizations; to keep me currently informed of significant developments, and to report to me not later than July 1, 1966, on the actions adopted.

A large, stylized handwritten signature in dark ink, which appears to be "Lyndon B. Johnson".

Original copy noted by ExDir and sent to DDS for action.

11/18/65